

2011 ANNUAL EMPLOYMENT REPORT ON ALL PROJECTS LET BY THE IOWA DOT RACIAL/ETHNIC MINORITIES AND FEMALES

Contractors "peak" workforce data and trends

The following data was derived from 1391 reports of participating contractors for the annual 2002 through 2011 reporting periods. The workforce data is reflective of one peak work week for highway contractors during the most active time of the season, the last full week of July. The summary data on pages 4 and 5 was compiled by Iowa DOT staff from the 1391 reports received. Interesting changes and trends have been addressed in the written analysis.

Analysis of submittal of 1391 reports

On July 25, 2011, after analyzing who had work with the Iowa DOT, first notice letters were sent out. In addition, on Aug. 16, 2011 second notices were sent out to those who did not respond to the first letter. Lastly, on Aug. 26, 2011, third notices were sent out to those who did not respond to the first two letters.

Racial/Ethnic minorities' employed-analysis

Overall racial/ethnic minorities have increased from a participation rate of 13.84 percentage to 19.11 percentage in the trade job categories when compared to the 2002 report period. Closer analysis does show advances for racial/ethnic minorities in all job classifications, where employed, with the exceptions of Class D equipment operators, and mechanics. Minorities have increased from a participation rate of 14.29 percentage to 67.57 percentage for on-the-job-trainees trade job categories in comparison to the 2002 report period. Lastly, minorities have increased from a participation rate of 0.00 percentage to 12.82 percentage in apprentice categories in comparison to the 2002 report period.

American Indians or Alaskan Natives and Asians or Pacific Islanders, who presently participate at a rate of 0.35percentage or less, have shown no significant changes in their participation rates.

Black Americans employed among the trade categories for this report period have shown a slight decrease presence within the workforce with a participation rate of 2.83 percentage in 2002 to 2.38 percentage in 2011.

Hispanic employed among the trade categories for this report period has shown steady "gains" within the workforce participation rate from to10.32 percentage in 2002 to 16.22 percentage in 2011.

Female employed analysis

Overall, women have increase marginally from a participation rate of 4.77 percentage to 4.84 percentage in the trade job categories when compared to the 2002 report period. Closer analysis does show slight advances for females specifically in equipment operators (with the exception of Class C and D), truck drivers, painters and carpenters; however, the decline for females in Laborers A, B, and C continues. Females have decreased from a participation rate of 4.44 percentage to zero in apprentice categories and increased from a participation rate of 9.52 percentage to 16.22 percentage in on-the-job trainee categories, in comparison to the 2002 report period.

Note: The clerical, officials, supervisors, and foremen/forewomen are not included in this report because they are not trade job categories.

Work plan - action items planned for next year

1. Program management

The major goal is for contractors to achieve compliance with their contractual EEO/AA obligations while retaining the continuity and a sense of cooperation with the department. An expectation is that with one compliance officer responsible for all the reviews and timely follow-ups for the entire state, consistency can be achieved. The other aspect of this is to maintain the awareness and involvement of the field personnel in the process and program obligations.

This office will continue its relationship with Eastern Iowa Community College. This college has targeted, and has been successful in recruiting and training of females and minorities in the areas of truck driving. In addition, when Iowa DOT is reviewing bulletin boards it will conduct interviews with all available trainees.

A second area of emphasis will be for the compliance officer to review through desk audits, and home office visits if needed, a goal of 30 contractors, by utilizing all information available to Iowa DOT staff (e.g., contracts awarded, field personnel knowledge of the contractors and subcontractors, and known past practices of the contractors and subcontractors).

The third area is for Iowa DOT Staff to continue to provide contractors with supportive services regarding their EEO/AA obligations and the most effective manner(s) to address their EEO/AA obligations.

2. Withholding of progress payments

There are none anticipated at this time.

3. EEO complaints against contractors

There was one written complaint with the Iowa DOT.

4. Field compliance activities

Iowa DOT staff will continue to work with the field regarding compliance of prime bulletin boards on each job site.

MINORITY REPRESENTATION IN TRADE CATEGORIES BY ANNUAL COMPARISON

JOB CATEGORIES	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2002-2011 % Changes
Equip. Op. Group A	3.08%	4.25%	3.80%	4.44%	3.68%	6.26%	6.21%	5.00%	5.45%	5.50%	+2.42%
Equip. Op. Group B	10.54%	6.86%	5.84%	8.77%	8.18%	14.51%	9.66%	9.62%	11.02%	12.30%	+1.76%
Equip. Op. Group C	13.85%	18.72%	21.60%	14.48%	17.95%	21.90%	17.09%	10.22%	11.50%	13.93%	+0.08%
Equip. Op. Group D	29.41%	28.89%	23.33%	41.94%	34.62%	14.29%	19.35%	13.56%	17.50%	19.05%	-10.36%
Mechanics	3.59%	3.57%	4.88%	4.07%	8.13%	2.94%	8.27%	4.20%	4.76%	2.38%	-1.21%
Truck Drivers	4.23%	4.65%	6.77%	7.47%	6.79%	8.32%	7.44%	6.60%	7.05%	8.54%	+4.31%
Ironworkers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	64.28%	0.00%	0.00%	0.00%
Carpenters	4.07%	2.04%	7.29%	12.00%	11.54%	10.34%	11.94%	13.45%	10.48%	11.54%	+7.47%
Cement Masons	42.07%	44.44%	48.97%	51.06%	41.59%	52.60%	36.89%	52.78%	55.62%	58.46%	+16.39%
Electricians	1.28%	0.00%	0.00%	0.00%	2.63%	0.00%	0.00%	4.23%	8.06%	10.00%	+8.72%
Pipefitters, Plumbers	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Painters	0.00%	0.00%	2.50%	25.00%	0.00%	8.33%	63.64%	7.10%	36.36%	0.00%	0.00%
Laborers Group A	18.08%	17.01%	20.86%	19.12%	24.44%	30.43%	26.76%	24.10%	30.53%	29.46%	+11.38%
Laborers Group B	29.85%	33.71%	32.57%	35.03%	34.03%	33.77%	33.26%	34.76%	33.36%	31.29%	+1.44%
Laborers Group C	10.50%	7.44%	6.17%	7.57%	15.08%	16.17%	10.99%	17.30%	14.35%	15.34%	+4.84%
Total Employees	13.84%	15.48%	16.29%	18.37%	17.43%	19.98%	19.00%	18.39%	19.88%	19.11%	+5.27%
Apprentices	0.00%	0.00%	4.17%	16.67%	5.56%	8.70%	11.11%	16.33%	15.15%	12.82%	+12.82%
On the Job Trainees	14.29%	18.57%	28.85%	41.51%	61.29%	48.72%	43.75%	48.89%	59.09%	67.57%	+53.28%

NOTE: Laborers Group D classification was eliminated in 2001

**FEMALE REPRESENTATION IN TRADE CATEGORIES
BY ANNUAL COMPARISON**

											2002-2011
JOB CATEGORIES	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	% Changes
Equip. Op. Group A	1.26%	1.15%	1.14%	1.63%	0.85%	1.85%	1.21%	1.91%	2.10%	1.74%	+0.48%
Equip. Op. Group B	3.57%	5.41%	3.65%	5.69%	5.15%	3.15%	2.61%	5.00%	4.84%	3.74%	+0.17%
Equip. Op. Group C	13.85%	13.30%	14.20%	11.72%	12.18%	9.49%	9.49%	7.11%	8.00%	10.45%	-3.40%
Equip. Op. Group D	5.88%	11.11%	0.00%	0.00%	7.69%	4.76%	3.23%	16.95%	7.50%	0.00%	-5.88%
Mechanics	0.00%	0.00%	0.00%	0.00%	0.81%	0.59%	1.50%	0.00%	0.00%	0.00%	0.00%
Truck Drivers	2.94%	5.19%	4.03%	5.25%	4.87%	4.16%	4.76%	4.42%	6.57%	5.06%	+2.12%
Ironworkers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Carpenters	0.81%	1.02%	1.04%	2.00%	11.54%	1.72%	1.49%	0.08%	0.81%	1.54%	+0.73%
Cement Masons	0.69%	0.00%	0.00%	0.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-0.69%
Electricians	1.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.12%	3.23%	0.00%	-1.28%
Pipefitters, Plumbers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Painters	0.00%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%	+5.88%
Laborers Group A	2.46%	1.78%	2.88%	2.82%	1.11%	3.32%	4.58%	3.60%	2.54%	0.81%	-1.65%
Laborers Group B	3.27%	2.90%	1.85%	1.81%	2.57%	2.34%	2.89%	2.17%	1.68%	1.60%	-1.67%
Laborers Group C	42.92%	43.39%	48.02%	49.73%	39.11%	34.73%	35.08%	36.60%	35.72%	32.21%	-10.71%
Total Employees	4.77%	5.54%	5.07%	5.21%	4.93%	4.05%	4.64%	5.08%	4.72%	4.84%	+0.07%
Apprentices	4.44%	6.25%	4.17%	22.22%	0.00%	4.35%	0.00%	4.08%	0.00%	0.00%	-4.44%
On the Job Trainees	9.52%	17.14%	11.54%	11.32%	19.35%	15.38%	18.75%	20.00%	15.91%	16.22%	+6.70%

NOTE: Laborers Group D classification was eliminated in 2001

FEDERAL-AID HIGHWAY CONSTRUCTION CONTRACTORS ANNUAL EEO REPORT																							
1. STATE:		2. NUMBER OF PROJECTS:								3. TOTAL DOLLAR VALUE:								4. TOTAL WORKFORCE:				1392	
Iowa		108								410,951,089.60								5169					
This collection of information is required by law and regulation 23 U.S.C. 140a and 23 CFR Part 230. The OMB control number for this collection is 2125-0019 expiring in March, 2013.																							
7. WORKFORCE ON FEDERAL-AID AND CONSTRUCTION SITE(S) DURING LAST FULL PAY PERIOD ENDING IN JULY 2011 (INSERT YEAR)																							
TABLE A																		TABLE B					
JOB CATEGORIES	TOTAL EMPLOYED		TOTAL RACIAL / ETHNIC MINORITY		BLACK or AFRICAN AMERICAN		HISPANIC OR LATINO		AMERICAN INDIAN OR ALASKA NATIVE		ASIAN		NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER		TWO OR MORE RACES		WHITE		APPRENTICES		ON THE JOB TRAINEES		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
OFFICIALS	128	25	6	1	0	0	2	0	2	0	0	0	2	0	0	1	122	24	0	0	0	0	
SUPERVISORS	197	10	14	2	4	0	9	0	0	1	1	1	0	0	0	0	183	8	0	0	0	0	
FOREMEN/WOMEN	257	4	16	0	3	0	11	0	1	0	0	0	0	0	1	0	241	4	0	0	0	0	
CLERICAL	17	105	0	3	0	0	0	2	0	0	0	1	0	0	0	0	17	102	0	0	0	1	
EQUIPMENT OPERATORS	928	32	108	1	5	0	100	1	1	0	1	0	0	0	1	0	820	31	0	0	12	0	
MECHANICS	73	0	4	0	0	0	4	0	0	0	0	0	0	0	0	0	69	0	0	0	0	2	
TRUCK DRIVERS	470	24	46	0	14	0	30	0	1	0	0	0	0	0	1	0	424	24	0	0	5	2	
IRONWORKERS	44	0	25	0	1	0	24	0	0	0	0	0	0	0	0	0	19	0	3	0	0	0	
CARPENTERS	97	2	13	0	1	0	11	0	0	0	1	0	0	0	0	0	84	2	5	0	0	0	
CEMENT MASONS	118	0	71	0	4	0	67	0	0	0	0	0	0	0	0	0	47	0	1	0	3	0	
ELECTRICIANS	35	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	32	0	18	0	0	0	
PIPEFITTER/PLUMBERS	8	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	7	0	4	0	0	0	
PAINTERS	12	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	1	0	0	0	1	
LABORERS-SEMI SKILLED	1267	18	401	1	28	1	363	0	8	0	2	0	0	0	0	0	866	17	3	0	4	0	
LABORERS-UNSKILLED	204	93	50	15	40	13	7	2	2	0	0	0	0	0	1	0	154	78	0	0	0	0	
TOTAL	3855	314	758	23	100	14	631	5	16	1	5	2	2	0	4	1	3097	291	34	0	24	6	
TABLE C (Table B data by racial status)																							
APPRENTICES	34	0	4	0	0	0	3	0	1	0	0	0	0	0	0	0	30	0					
OJT TRAINEES	24	6	19	0	0	0	18	0	1	0	0	0	0	0	0	0	5	6					

8. PREPARED BY: (Signature and Title of Contractor's Representative)

Jim J. Kelly AA/EEO Compliance Officer

9. DATE

9/15/11

10. REVIEWED BY:

Maria P. Hobbs

11. DATE

9/15/11

YEAR 2011

NAME OF FIRM: SUMMARY FOR COLUMNS
STREET/P.O.BOX:
CITY/STATE/ZIP:

ANNUAL EMPLOYMENT REPORT ON ALL PROJECTS LET BY THE IOWA DOT



WERE YOU WORKING THE WEEK REQUEST YES

JOB CATEGORIES	TABLE A																TABLE B							
	TOTAL		TOTAL		BLACK		HISPANIC or		AMERICAN		ASIAN		NATIVE		TWO or		WHITE		APPRENTICES		ON THE			
	EMPLOYEES		RACIAL/		NOT HISPANIC		LATINO		INDIAN OR				HAWAIIAN		MORE						JOB			
			ETHNIC		ORIGIN				ALASKAN				or OTHER		RACES						TRAINEES			
			MINORITY						NATIVE				PACIFIC ISLANDER*											
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
OFFICIALS (Managers)	180	34	6	1	0	0	2	0	2	0	0	0	2	0	0	1	174	33	0	0	0	0		
SUPERVISORS	287	9	15	1	4	0	10	0	0	1	1	0	0	0	0	0	272	8	0	0	0	0		
FOREMEN/WOMEN	386	4	22	0	3	0	17	0	1	0	0	0	0	0	1	0	364	4	0	0	0	0		
CLERICAL	42	146	0	3	0	0	0	2	0	0	0	1	0	0	0	0	42	143	0	0	0	1		
EQUIPMENT OPERATORS GROUP A	679	12	38	1	6	0	30	1	1	0	1	0	0	0	0	0	641	11	0	0	4	0		
EQUIPMENT OPERATORS GROUP B	360	14	46	0	3	0	43	0	0	0	0	0	0	0	0	0	314	14	0	0	5	1		
EQUIPMENT OPERATORS GROUP C	180	21	28	0	0	0	27	0	0	0	0	0	0	0	1	0	152	21	0	0	2	1		
EQUIPMENT OPERATORS GROUP D	21	0	4	0	0	0	4	0	0	0	0	0	0	0	0	0	17	0	0	0	2	0		
MECHANICS	126	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	123	0	0	0	0	0		
TRUCK DRIVERS	600	32	54	0	17	0	34	0	2	0	0	0	0	0	1	0	546	32	0	0	5	2		
IRONWORKERS	67	0	26	0	1	0	25	0	0	0	0	0	0	0	0	0	41	0	4	0	0	0		
CARPENTERS	128	2	15	0	1	0	13	0	0	0	1	0	0	0	0	0	113	2	5	0	2	0		
CEMENT MASONS	130	0	76	0	4	0	72	0	0	0	0	0	0	0	0	0	54	0	1	0	5	0		
ELECTRICIANS	40	0	4	0	0	0	4	0	0	0	0	0	0	0	0	0	36	0	22	0	0	0		
PIPEFITTERS, PLUMBERS	8	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	7	0	4	0	0	0		
PAINTERS	16	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	1	0	0	0	1		
LABORERS GROUP A	367	3	109	0	7	0	101	0	1	0	0	0	0	0	0	0	258	3	0	0	4	0		
LABORERS GROUP B	1170	19	372	1	24	1	338	0	8	0	2	0	0	0	0	0	798	18	3	0	2	0		
LABORERS GROUP C	221	105	50	16	40	13	7	3	2	0	0	0	0	0	1	0	171	89	0	0	0	0		
TOTAL	5008	402	869	23	110	14	730	6	18	1	5	1	2	0	4	1	4139	379	39	0	31			

TABLE C																							
APPRENTICES	39	0	5	0	0	0	4	0	1	0	0	0	0	0	0	0	0	34	0				
ON THE JOB TRAINEES	31	6	25	0	0	0	24	0	1	0	0	0	0	0	0	0	0	6	6				

PREPARED BY: (Name and title)

YEAR 2011

NAME OF FIRM: SUMMARY FOR COLUMNS
STREET/P.O.BOX:
CITY/STATE/ZIP:

ANNUAL EMPLOYMENT REPORT ON FEDERAL-AID PROJECTS LET BY THE IOWA DOT



WERE YOU WORKING THE WEEK REQUEST YES

JOB CATEGORIES	TABLE A																TABLE B							
	TOTAL		TOTAL		BLACK		HISPANIC or		AMERICAN		ASIAN		NATIVE		TWO or		WHITE		APPRENTICES		ON THE			
	EMPLOYEES		RACIAL/		NOT HISPANIC		LATINO		INDIAN OR				HAWAIIAN		MORE						JOB			
			ETHNIC		ORIGIN				ALASKAN				or OTHER		RACES						TRAINEES			
			MINORITY						NATIVE				PACIFIC ISLANDER											
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
OFFICIALS (Managers)	128	25	6	1	0	0	2	0	2	0	0	0	2	0	0	1	122	24	0	0	0	0		
SUPERVISORS	197	10	14	2	4	0	9	0	0	1	1	1	0	0	0	0	183	8	0	0	0	0		
FOREMEN/WOMEN	257	4	16	0	3	0	11	0	1	0	0	0	0	0	1	0	241	4	0	0	0	0		
CLERICAL	17	105	0	3	0	0	0	2	0	0	0	1	0	0	0	0	17	102	0	0	0	1		
EQUIPMENT OPERATORS GROUP A	471	9	32	1	3	0	27	1	1	0	1	0	0	0	0	0	439	8	0	0	4	0		
EQUIPMENT OPERATORS GROUP B	288	9	43	0	2	0	41	0	0	0	0	0	0	0	0	0	245	9	0	0	4	1		
EQUIPMENT OPERATORS GROUP C	152	14	29	0	0	0	28	0	0	0	0	0	0	0	1	0	123	14	0	0	2	1		
EQUIPMENT OPERATORS GROUP D	17	0	4	0	0	0	4	0	0	0	0	0	0	0	0	0	13	0	0	0	2	0		
MECHANICS	73	0	4	0	0	0	4	0	0	0	0	0	0	0	0	0	69	0	0	0	0	0		
TRUCK DRIVERS	470	24	46	0	14	0	30	0	1	0	0	0	0	0	1	0	424	24	0	0	5	2		
IRONWORKERS	44	0	25	0	1	0	24	0	0	0	0	0	0	0	0	0	19	0	3	0	0	0		
CARPENTERS	97	2	13	0	1	0	11	0	0	0	1	0	0	0	0	0	84	2	5	0	0	0		
CEMENT MASONS	118	0	71	0	4	0	67	0	0	0	0	0	0	0	0	0	47	0	1	0	3	0		
ELECTRICIANS	35	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	32	0	18	0	0	0		
PIPEFITTERS, PLUMBERS	8	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	7	0	4	0	0	0		
PAINTERS	12	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	1	0	0	0	1		
LABORERS GROUP A	298	2	83	0	6	0	76	0	1	0	0	0	0	0	0	0	215	2	0	0	3	0		
LABORERS GROUP B	969	16	318	1	22	1	287	0	7	0	2	0	0	0	0	0	651	15	3	0	1	0		
LABORERS GROUP C	204	93	50	15	40	13	7	2	2	0	0	0	0	0	1	0	154	78	0	0	0	0		
TOTAL	3855	314	758	23	100	14	631	5	16	1	5	2	2	0	4	1	3097	291	34	0	24	6		
=====																								
TABLE C																								
APPRENTICES	34	0	4	0	0	0	3	0	1	0	0	0	0	0	0	0	30	0						
ON THE JOB TRAINEES	24	6	19	0	0	0	18	0	1	0	0	0	0	0	0	0	5	6						

PREPARED BY: (Name and title)

YEAR 2011



September 15, 2011

NAME OF FIRM: SUMMARY FOR COLUMNS
STREET/P.O.BOX:
CITY/STATE/ZIP:

ANNUAL EMPLOYMENT REPORT ON ALL PROJECTS LET BY THE IOWA DOT

WERE YOU WORKING THE WEEK REQUESTED? Y/N

JOB CATEGORIES	TABLE A																TABLE B			
	TOTAL		TOTAL		BLACK		HISPANIC or		AMERICAN		ASIAN		WHITE		APPRENTICES		ON THE			
	EMPLOYEES		RACIAL/		NOT HISPANIC		LATINO		INDIAN OR		*NATIVE HAWAIIAN						JOB			
			ETHNIC		ORIGIN				ALASKAN		PACIFIC						TRAINEES			
			MINORITIES						NATIVE		ISLANDER									
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
OFFICIALS (Managers)																				
SUPERVISORS																				
FOREMEN/WOMEN																				
CLERICAL																				
EQUIPMENT OPERATORS GROUP A	679	12	38	1	6	0	30	1	1	0	1	0	641	11	0	0	4	0		
EQUIPMENT OPERATORS GROUP B	360	14	46	0	3	0	43	0	0	0	0	0	314	14	0	0	5	1		
EQUIPMENT OPERATORS GROUP C	180	21	28	0	0	0	27	0	0	0	1	0	152	21	0	0	2	1		
EQUIPMENT OPERATORS GROUP D	21	0	4	0	0	0	4	0	0	0	0	0	17	0	0	0	2	0		
MECHANICS	126	0	3	0	0	0	3	0	0	0	0	0	123	0	0	0	0	0		
TRUCK DRIVERS	600	32	54	0	17	0	34	0	2	0	1	0	546	32	0	0	5	2		
IRONWORKERS	67	0	26	0	1	0	25	0	0	0	0	0	41	0	4	0	0	0		
CARPENTERS	128	2	15	0	1	0	13	0	0	0	1	0	113	2	5	0	2	0		
CEMENT MASONS	130	0	76	0	4	0	72	0	0	0	0	0	54	0	1	0	5	0		
ELECTRICIANS	40	0	4	0	0	0	4	0	0	0	0	0	36	0	22	0	0	0		
PIPEFITTERS, PLUMBERS	8	0	1	0	0	0	0	0	1	0	0	0	7	0	4	0	0	0		
PAINTERS	16	1	0	0	0	0	0	0	0	0	0	0	16	1	0	0	0	1		
LABORERS GROUP A	367	3	109	0	7	0	101	0	1	0	0	0	258	3	0	0	4	0		
LABORERS GROUP B	1170	19	372	1	24	1	338	0	8	0	2	0	798	18	3	0	2	0		
LABORERS GROUP C	221	105	50	16	40	13	7	3	2	0	1	0	171	89	0	0	0	0		
TOTAL	4113	209	826	18	103	14	701	4	15	0	7	0	3287	191	39	0	31	5		

TABLE C																	
APPRENTICES	39	0	5	0	0	0	4	0	1	0	0	0	34	0			
ON THE JOB TRAINEES	31	6	25	0	0	0	24	0	1	0	0	0	6	6			

PREPARED BY: (Name and title)



September 15, 2011

YEAR 2011

NAME OF FIRM:
STREET/P.O.BOX:
CITY/STATE/ZIP:

ANNUAL EMPLOYMENT REPORT ON ALL PROJECTS LET BY THE IOWA DOT

WERE YOU WORKING THE WEEK REQUIRE Yes

JOB CATEGORIES	TABLE A														TABLE B					
	TOTAL		TOTAL		BLACK		HISPANIC		AMERICAN		ASIAN OR		WHITE		APPRENTICES		ON THE			
	EMPLOYEES		MINORITIES		NOT HISPANIC		ORIGIN		INDIAN OR		PACIFIC		NOT HISPANIC				JOB			
									ALASKAN		ISLANDER		ORIGIN				TRAINEES			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
OFFICIALS (Managers)																				
SUPERVISORS																				
FOREMEN/WOMEN																				
CLERICAL																				
EQUIPMENT OPERATORS GROUP A	1.74%		5.50%	0.14%	0.87%	0.00%	4.34%	0.14%	0.14%	0.00%	0.14%	0.00%	92.76%	1.59%	0.00%	0.00%	10.81%	0.00%		
EQUIPMENT OPERATORS GROUP B	3.74%		12.30%	0.00%	0.80%	0.00%	11.50%	0.00%	0.00%	0.00%	0.00%	0.00%	83.96%	3.74%	0.00%	0.00%	13.51%	2.70%		
EQUIPMENT OPERATORS GROUP C	10.45%		13.93%	0.00%	0.00%	0.00%	13.43%	0.00%	0.00%	0.00%	0.50%	0.00%	75.62%	10.45%	0.00%	0.00%	5.41%	2.70%		
EQUIPMENT OPERATORS GROUP D	0.00%		19.05%	0.00%	0.00%	0.00%	19.05%	0.00%	0.00%	0.00%	0.00%	0.00%	80.95%	0.00%	0.00%	0.00%	5.41%	0.00%		
MECHANICS	0.00%		2.38%	0.00%	0.00%	0.00%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	97.62%	0.00%	0.00%	0.00%	0.00%	0.00%		
TRUCK DRIVERS	5.06%		8.54%	0.00%	2.69%	0.00%	5.38%	0.00%	0.32%	0.00%	0.16%	0.00%	86.39%	5.06%	0.00%	0.00%	13.51%	5.41%		
IRONWORKERS	0.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.26%	0.00%	0.00%	0.00%		
CARPENTERS	1.54%		11.54%	0.00%	0.77%	0.00%	10.00%	0.00%	0.00%	0.00%	0.77%	0.00%	86.92%	1.54%	12.82%	0.00%	5.41%	0.00%		
CEMENT MASONS	0.00%		58.46%	0.00%	3.08%	0.00%	55.38%	0.00%	0.00%	0.00%	0.00%	0.00%	41.54%	0.00%	2.56%	0.00%	13.51%	0.00%		
ELECTRICIANS	0.00%		10.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	90.00%	0.00%	56.41%	0.00%	0.00%	0.00%		
PIPEFITTERS, PLUMBERS	0.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.26%	0.00%	0.00%	0.00%		
PAINTERS	5.88%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	94.12%	5.88%	0.00%	0.00%	0.00%	2.70%		
LABORERS GROUP A	0.81%		29.46%	0.00%	1.89%	0.00%	27.30%	0.00%	0.27%	0.00%	0.00%	0.00%	69.73%	0.81%	0.00%	0.00%	10.81%	0.00%		
LABORERS GROUP B	1.60%		31.29%	0.08%	2.02%	0.08%	28.43%	0.00%	0.67%	0.00%	0.17%	0.00%	67.12%	1.51%	7.69%	0.00%	5.41%	0.00%		
LABORERS GROUP C	32.21%		15.34%	4.91%	12.27%	3.99%	2.15%	0.92%	0.61%	0.00%	0.31%	0.00%	52.45%	27.30%	0.00%	0.00%	0.00%	0.00%		
TOTAL	4.84%		19.11%	0.42%	2.38%	0.32%	16.22%	0.09%	0.35%	0.00%	0.16%	0.00%	76.05%	4.42%	100.00%	0.00%	83.78%	13.51%		
TABLE C																				
APPRENTICES	0.00%	12.82%	0.00%	0.00%	0.00%	10.26%	0.00%	2.56%	0.00%	0.00%	0.00%	87.18%	0.00%							
ON THE JOB TRAINEES	16.22%	67.57%	0.00%	0.00%	0.00%	64.86%	0.00%	2.70%	0.00%	0.00%	0.00%	16.22%	16.22%							

Female and Minority Employees

Iowa Department
of Transportation
September 15, 2011



